

## CONTRACT LABOR CATEGORIES AND QUALIFICATIONS

### PERSONNEL QUALIFICATIONS

If the Government questions the qualifications or competence of any person performing under this contract, the burden of proof to sustain that person's qualifications shall be upon the Offeror.

ALL COLLEGE DEGREES MUST BE FROM AN ACCREDITED COLLEGE OR UNIVERSITY.

#### **Program Manager (KEY) –**

Education: BS or BA degree in Business Administration or other "*Relevant Technical Discipline*". An AS or AA degree and an additional four (4) years of experience may be substituted for a BA/BS or an additional eight (8) years of experience may be substituted for a BA/BS.

Experience: At least six (6) years of professional experience in the Defense acquisition, and three (3) years of experience in support of Navy Acquisition management. Experience with aircraft systems, hardware and software, configuration control, test and evaluation, systems integration, and systems supportability. Experience in initiating and maintaining technical direction within broad program objectives directly related to aircraft systems, hardware and software, configuration control, test and evaluation, systems integration, and systems supportability. Knowledgeable of acquisition policies and procedures. Demonstrated knowledge of and experience with the requirements of the DOD 5000 series. Demonstrated ability to work with large and diverse teams and the ability to effectively provide guidance, direction, and supervision in all areas of contracted effort such as program management, systems engineering, major system acquisitions, and financial management.

#### **Acquisition Logistics Manager, Senior (KEY) –**

Education: BS or BA degree

Experience: At least eight (8) years of experience in acquisition and/or operational logistics support/maintenance engineering, plus three years experience out of the last eight years in Program Management. Experience must include: Four years supervising/directing at least three acquisition/operations logisticians in the performance of comprehensive analysis across the spectrum of ILS elements during a job assignment in or in support of an operational command. Four years of specific experience in acquisition and/or operational logistics planning which demonstrates the ability to perform independent work to provide logistics and support system effectiveness analysis, studies and evaluations. ALLOWABLE SUBSTITUTION: Twenty (20) years of experience in acquisition and/or operational logistics support/maintenance engineering at the non-commissioned/senior non-commissioned officer level (in combination) and/or at the warrant and/or field grade officer or higher level may be substituted for six (6) years of experience, OR MS or MA degree may be substituted for two (2) years operations logistics experience.

#### **Acquisition Logistics Manager –**

Education: BS or BA degree.

Experience: At least six (6) years in Acquisition Logistics Support/Maintenance Engineering and at least four (4) years experience in operations or maintenance of systems in the field. ALLOWABLE SUBSTITUTION: Designation as a CPL from SOLE plus three (3) years of recent experience in Acquisition Logistics can be substituted for four (4) years experience in operations or maintenance of systems in the field.

**Operations Logistics Manager, Senior –**

Education: BS or BA degree. ALLOWABLE SUBSTITUTION: An additional five (5) years of recent relevant experience can be substituted for a BS or BA degree. A MS or MA degree or designation as a Certified Professional Logistician (CPL) from the International Society of Logistics (SOLE) can be substituted for two (2) years of logistics experience.

Experience: At least ten (10) years experience in operational logistics/maintenance engineering. Four (4) years experience supervising and directing the activities of at least three operational technicians in the performance of comprehensive analysis across the spectrum of ILS elements during a job assignment in an Operational Command or supporting an Operational Command. Four (4) years of operational (fleet support) logistics support experience. Four (4) years of specific experience in operational logistics planning and management which demonstrates the ability to perform independent work to provide logistics planning, scheduling, execution and support system effectiveness analysis, studies and evaluations in support of DoD weapons systems and equipment.

**Logistician III (formerly Operations Logistics Manager) –**

Education: BS or BA degree; Working towards Professional Logistics Certification. ALLOWABLE SUBSTITUTION: An additional two (2) years of experience working in direct support of Defense life-cycle logistics can be substituted for a BS or BA degree.

Experience: At least six (6) years of experience in defense life-cycle (acquisition) logistics.

**Logistician II (formerly Junior Logistics Manager) –**

Education: BS or BA degree; Working towards Professional Logistics Certification. ALLOWABLE SUBSTITUTION: An additional one (1) year of experience working in direct support of Defense life-cycle logistics can be substituted for a BS or BA degree.

Experience: At least three (3) years of experience in defense life-cycle (acquisition) logistics.

**Logistician I (formerly Logistics Technician) –**

Education: High School diploma or GED.

Experience: At least one (1) year of experience in defense life-cycle (acquisition) logistics support of electronic systems, to include logistics principles, practices, and processes.

**Logistics Analyst, Senior (KEY) –**

Education: BS or BA degree. ALLOWABLE SUBSTITUTION: An additional five (5) years of acquisition or operational logistics management experience may be substituted for a BS or BA degree.

Experience: At least ten (10) years experience in acquisition Level of Repair Analysis (LORA), Maintenance Planning, Logistics Support/Supportability Analysis, Operational Availability analysis, or resource requirements analysis related to in-service support of DoD weapons systems. Life Cycle Costing experience desired. Four years experience supervising and directing at least three logistics analysts in the

performance of comprehensive analyses across the spectrum of ILS elements, during a job assignment in an Acquisition Command or supporting an acquisition command.

**Logistics Analyst –**

Education: BS or BA degree. ALLOWABLE SUBSTITUTION: An additional five (5) years of acquisition or operational logistics management experience may be substituted for a BS or BA degree.

Experience: At least six (6) years of experience in operational logistics support/maintenance engineering, or Demonstrated Master Logistician (DML) plus three (3) years of recent experience in acquisition logistics/maintenance engineering. Three (3) years experience in technical analysis of operational ILS requirements. Three (3) years of specific experience in operational logistics planning. Experience or education demonstrating ability to perform ILS studies, analysis, and evaluations in support of DoD weapons systems/equipment. ALLOWABLE SUBSTITUTION: An MS or MA degree may be substituted for two (2) years of operations logistics experience.

**Logistics Analyst Junior (formerly Junior Analyst) –**

Education: High School diploma or GED.

Experience: At least four (4) years of experience in conducting analytical studies applicable to ILS and demonstrated ability to conduct studies, analysis, or evaluations of DoD weapon Systems/equipment.

**Logistics Engineer, Senior (KEY) –**

Education: MS or MA degree in Engineering, Logistics, Science or a *"Relevant Technical Discipline"*. ALLOWABLE SUBSTITUTION: A BS or BA degree and an additional four (4) years of experience can be substituted for an MS or MA degree.

Experience: At least ten (10) years of experience in an engineering or logistics position, three (3) of which must be directly related to Naval systems. Demonstrated knowledge in area of engineering or logistics expertise.

**Logistics Engineer – (Engineer/Scientist II)**

Education: BS or BA degree in a "Relevant Engineering/Science Field".

Experience: At least three (3) years of experience in a "Relevant Engineering/Science Field".

**Clerk Typist –**

Education: High School diploma or GED.

Experience: At least one (1) year of clerical, secretarial, or office work experience; ability to type at least 40 words per minute.

**Computer Operator II – Level II**

Education: High School diploma or GED; Vocational training commensurate with Department of Labor functional description.

Experience: Adequate experience performing the duties of the labor category as described in the Department of Labor functional description.

**Data Entry Operator II – Level II**

Education: High School diploma or GED; Vocational training commensurate with Department of Labor functional description.

Experience: Adequate experience performing the duties of the labor category as described in the Department of Labor functional description.